

## Event and literature monitoring

2018/08-02

Realized by Malanski Priscila at 03/09/2018

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## Congress

#### **Employability in the 21st Century**

Due to the economic and political tendency to raise retirement age, people will have to work longer. A policy of keeping people longer at work can only be successful if their employability is maintained in a sustainable way throughout their entire career. But how can this employability be made sustainable? With the wealth and experience of others. The second edition of the International Employability21 Congress offers you the opportunity to immerse yourself in the following themes:

- Employee motivation and commitment
- Personalized rewards
- Absenteeism, chronic illness and return to work
- Physical workload and musculoskeletal disorders,
- And many more...

Links: http://www.employability21.com/

Tags: Health and decent work

## Digital drop-ins - from technological innovations to social transformations

La question du changement numérique génère aujourd'hui un ensemble de discours sur l'usine du futur, la co-robotique, l'entreprise digitalisée, libérée, annonçant par là même une révolution à-venir quant aux modes de conception, production et de consommation. Ces mutations majeures préfigurent des bouleversements qui concernent la nature des objets, la façon de délivrer un service, les nouvelles formes d'organisation, voire l'essence même du travail. Avec la montée en puissance de l'internet des objets et l'explosion de la connectivité, les technologies deviennent accessibles et intégrables dans tous les domaines du grand public ou des entreprises.e

Links: https://calenda.org/445990

Tags: Innovation

## La fin d'un monde? Salariat, syndicats et politiques du travail face aux réformes libérales

Le colloque « la fin d'un monde? Salariat, syndicats et politiques du travail face aux réformes libérales » organisé par le RT 18 (relations professionnelles) de l'Association Française de Sociologie se tiendra les 6 et 7 septembre prochains à la MSH Paris Nord (métro Front Populaire, ligne 12).

6 et 7 septembre 2018

Links: https://socioeco.hypotheses.org/4653

#### XXXII Congreso Internacional ALAS Perú 2019

Ya se encuentra disponible la página web del XXXII Congreso ALAS, a realizarse en Perú en 2019

Entérese sobre las conferencias, grupos de trabajo, y toda la información del Congreso en http://www.alasperu2019.pe

Links: http://sociologia-alas.org/xxxii-congreso-internacional-alas-peru-2019/

### Call for Papers

#### **Rural Sociology Graduate Association**

The Rural Sociology Graduate Association (RSGA) at Penn State will be hosting their 6th Annual Rural Studies Student Conference this fall!

workinagriculture@gmail.com

This year's conference, "Insurgent Sociology: Public Social Science Research in the 21st Century," will take place in University Park, Pennsylvania, on November 2, 2018, with a pre-conference speaker on the afternoon of November 1.

We look forward to welcoming this year's keynote speakers:

Dr. Alfonso Morales (Professor of Urban and Regional Planning, UW-Madison)

Dr. Lisa Pruitt (Professor of Law, UC Davis)

Friday, September 28th, is the abstract submission deadline for this year's Rural Studies Student Conference. Students interested in presenting are asked to submit a 250-300 word abstract of their work to [email protected] by September 28th.

We invite students from all disciplines and at all levels to present their work! Abstracts may reflect thesis and dissertation work, as well as term papers or other research projects. Works from all stages of the research process are welcomed and encouraged for submission. This is a great opportunity to receive feedback on research (at any stage of development and from any discipline or department) from your student peers.

Links : <a href="https://rss.memberclicks.net/index.php?option=com\_content&view=article&id=382:rural-sociology-graduate-association--rsga----call-for-abstracts&catid=23:call-for-papers&Itemid=134">https://rss.memberclicks.net/index.php?option=com\_content&view=article&id=382:rural-sociology-graduate-association--rsga----call-for-abstracts&catid=23:call-for-papers&Itemid=134</a>

#### The Right to Be Rural: Citizenship Outside the City

Rural communities face many demographic, social, economic, environmental and political challenges. Community resilience in the face of these challenges attracts significant attention across the contemporary world. Climate change, neoliberal social and economic policies, economic globalization, restructuring and de-industrialization, population ageing and outmigration, food security and sovereignty, and a host of other issues are dramatically changing small town and rural life, and in some cases threatening their very survival. Moreover, such challenges are already altering the relationship between rural citizens and their states. The citizenship rights, freedoms and obligations typically enshrined in national constitutions—regarding personal security, education, health, income, and association—may only be weakly maintained in rural places with small populations, where external actors deem it too costly or inefficient to deliver a universal standard of services and amenities.

Interested authors should submit a working title and abstract of no more than 300 words, by October 30th, 2018, to Karen Foster (Dalhousie University, Nova Scotia, Canada) and Jennifer Jarman (Lakehead University, Ontario, Canada) at: [email protected]

Links: <a href="https://rss.memberclicks.net/index.php?option=com\_content&view=article&id=385:the-right-to-be-rural--citizenship-outside-the-city&catid=23:call-for-papers&ltemid=134">https://rss.memberclicks.net/index.php?option=com\_content&view=article&id=385:the-right-to-be-rural--citizenship-outside-the-city&catid=23:call-for-papers&ltemid=134</a>

#### 27th International Epidemiology in Occupational Health

The theme for this conference is "Health and the environment: the need for solutions", so we welcome abstracts from epidemiologists, occupational exposure scientists, occupational physicians and other occupational health scientists on research that contributes to the reduction of harmful work exposures and associated ill health. The scientific programme will cover all major topics of current epidemiological research on:

- Occupational exposures (e.g. metals, pesticides, solvents, dust, radiation, stress, heat, precarious employment);
- Associated health effects (e.g. cancer, neurological and psychological disorders, respiratory and dermal diseases, musculoskeletal diseases and injuries); and
- Occupational health research methodology (e.g. biomarkers, the exposome, novel exposure
  assessment techniques, intervention studies in occupational health, gene-environment
  interactions, systematic reviews and meta-analysis and other statistical techniques).

Links: https://www.confer.nz/epicoh2019/abstracts/

Tags: Health and decent work

#### IAMO Forum 2019



#### Small farms in transition: How to stimulate inclusive growth?

The IAMO Forum 2019 focuses on the interlinkages between small farm development as well as agricultural and public policies. The drivers and consequences will be debated from a social sciences perspective, including economics, political sciences, sociology, anthropology and history. We welcome submissions of papers addressing the following issues with a regional focus on Europe, Central Asia and China:

- Role of small farms for agricultural growth, food security and resilience
- Public policies promoting competitiveness of small farms and enabling livelihood strategies of rural households
- Political economy of agricultural and pro-poor public policies
- Commercialization and smallholder participation in value chains
- Role of corruption and informality for small farms
- Interaction between corporate agribusiness and small farms
- New forms of cooperation in rural areas
- Allocation of land and tenure security
- Access to production inputs and finance
- Role of women in small farm development and income diversification

More information about the IAMO Forum 2019 will soon be available at: www.iamo.de/forum/2019.

#### 26 - 28 June 2019 | Halle (Saale), Germany

Links: https://www.iamo.de/en/events/details/iamo-forum-2019/

## **Publications**

## Structural features, labor conditions and family succession in dairy production systems in Paraná State, Brazil

Brazil is the fourth largest milk producer in the world. Besides its economic relevance, milk production has an important social function in Brazil. Dairy activity employs a large amount of people and contributes to regional development. But some drawbacks remain, such as poor labor conditions and problems for family succession. Labor conditions may be critical for successors to decide whether to remain in dairy activity. Paraná is the second largest milk producer in Brazil, mainly with smallholder family dairy systems. This paper aims to discuss labor conditions, family succession and structural features in Paraná's dairy activity. Our hypothesis is that family-based farms present poorer structure, poorer labor conditions and are less prone to family succession. The method comprised face-to-face interviews with 153 dairy farmers, in two groups: 117 family-based farms (Group 1) and 36 hired-labor farms (Group 2). Common factor analysis led to identify three factors: "structure", "labor conditions" and "individual conditions to family succession". Dairy farms in Group 1 present poorer structural and labor conditions, although being more prone to family succession, partially supporting our above hypothesis. Thus, structural features and labor conditions seem not to be the driving factors for the intent to family succession, which suggests the existence of other incentives. Results also indicate the need to improve labor conditions, especially for Group 1, since poor labor conditions may threaten family succession in the very long run. Efforts to improve family labor conditions are necessary to ensure long-term sustainability of dairy farming in Paraná State. Further studies could investigate social, market, technology and political features directing decision-making in family succession. Expanding the variables for labor conditions and structure, as well as including other social and behavioral factors, could put more light on the differences between dairy farms using and not using hired labor. Finally, a deeper investigation on reasons why family-based farmers do not promote better labor conditions is critical for the future of Paraná's dairy sector.

Links: https://www.cahiersagricultures.fr/articles/cagri/abs/2018/04/cagri170131/cagri170131.html

Tags: Family work, Hired work, Health and decent work

# Making "middle managers": Workforce development for agricultural industries in transition

The availability of suitably skilled people is being increasingly recognised as a critical element for success in agriculture, yet this can be challenging to achieve. The perennial fruit industry in Australia's Goulburn-Murray region is an example of this. In 2015, employers in this industry identified a shortage of people for 'middle management' roles as a particular current concern. This paper outlines the findings of a scoping study focused on developing a better understanding of the issues affecting the ability of fruit growers in this region to attract, retain and develop appropriately skilled 'middle managers'. The study was informed by a 'systemic' approach to workforce development, according to which the availability of suitably-skilled workers arises from the dynamic interactions of elements in the workforce system. Based on structured interviews with the managers of twenty fruit growing businesses, we developed a typology of four typical workforce structures that are found in businesses of different sizes, including identification of the most common job titles and typical duties for these jobs. We discuss the approaches that employers used to recruit workers, including both internal and external recruitment pathways. The findings of this study allow us to begin identifying the range of entry points to jobs, and the career progression pathways, that currently exist for workers in the perennial fruit industry, and to identify opportunities for industry collective action to address current workforce challenges. As employed workers come to play increasingly

important roles in family farm businesses, systemic understandings of workforce development will become increasingly important within the field of farming systems research.

Links: http://www.ifsa2018.gr/uploads/attachments/56/Theme1\_Santhanam-Martin.pdf

Tags: Hired work, HRM

#### Challenges of labour supply in agri-food sector in Hungary

In recent years many national and international research have proved that in agriculture, like in other sectors, the availability of human resources with appropriate qualities is one of the basic conditions for increasing productivity. The agri-food sector is increasingly becoming knowledge-intensive: to deal with the challenges arising from the changes of the economy, social life and natural environment requires learning new skills and competencies in addition to the farming knowledge in a traditional sense. The question is what extent the human resources background of the sector meets the demands of employers' requirements? In our paper beside the presentation of the human resource situation of the Hungarian agriculture we show the results of a questionnaire survey carried out in almost one thousand agricultural and food producer enterprises in the autumn of 2016. This survey identifies the requirements from the current and future labour force in agri-food enterprises. Demand of labour force in agri-food sector is increasing in Hungary, nearly one-third of the enterprises in the sample - have potential for labour expansion. The analysis of data has shown that most of the business leaders became aware of the role of increasing the competitiveness of human capital development, three-quarters of them train their employees. Nearly 60 per cent of the surveyed agrifood enterprises use a solution based on the combination of several tools to retain and motivate labour. The surveyed managers particularly missed the professional practical skills, the ability of systems thinking and the existence of economic knowledge from the competencies of young employees.

Links: http://www.ifsa2018.gr/uploads/attachments/57/Theme1 Hamza.pdf

Tags: Rural Employment, HRM, Skills and training

# Agroforestry market gardening: a strategic choice to improve sustainability in agroecological transition?

Among the various forms of agroforestry, spatial combinations of fruit trees and market gardening are currently experiencing strong growth In France. The SMART project, which brought together several research teams and development organisations, aimed to explore these systems, taking into account the technical, agro and socio-economic dimensions. The results of the surveys and observations carried out among farmers associated with this project showed that these systems mainly concerned farms engaged in short food supply chains for which diversity was a central element for commercial strategy and performance. Diversification of products is therefore a central justification for the intercropping of fruit trees and shrubs with vegetables. SMART also sought to assess the effects of synergies and competitions of agroforestry, as perceived by the farmers. The vast majority of them considered that intercropping fruit trees and vegetables did not create a major problem in terms of work organisation. They considered that it did not create competition which could have a negative impact on the productivity of crops. Their certainty in this respect was rather limited, given the generally short duration of their experience. However, the assessment they were making today led most of them to consider that the choice of agroforestry was fully justified and could be recommended to other market gardeners. These first results showed the need, when evaluating such systems, to adopt dynamic and holistic viewpoint on the different

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performance levels, allowing to consider the evolution of the trade-offs between advantages and disadvantages of such type of agroforestry on the long-term basis.

Links: http://www.ifsa2018.gr/uploads/attachments/98/Theme2\_Leger.pdf

Tags: Work organisation

#### New farming arrangements for resilience

The aim of this paper is to present new farming arrangements in the Austrian Alps, which lead to resilient farming at a regional scale. Agriculture in the Austrian Alps is characterized by a turn from monofunctionality, focusing solely on food production, towards multifunctionality. Here, mountain farms contribute to the management of alpine landscapes, which are essential for the provision of valuable ecosystem services. As for many farms food production does not protect livelihoods any more, diversification serves as a strategy to increase the income. Synergies between agriculture and tourism could serve as additional sources of income and therefore help to stabilize structural changes in rural areas. For this study, the villages Obergurgl and Vent in the Ötztal valley (Tyrol, Austrian Alps) have been designated as investigation areas. Both are originally typical alpine agrarian communities, with a long history of touristic development beginning in the 19th century. Narrative interviews were conducted among local farmers to explore the farm biographies of their holdings from the 1970s to today. The farm biographies revealed that all investigated farms have linkages to tourism to a greater or lesser extent: This relation was more related to the selling of agricultural products in earlier times, whereas nowadays it is mainly based on non-farming activities. The income diversification into touristic activities enables the farms to continuously adapt their farm management, thereby increasing resilience to shocks. Finally, we underline that the processes of farm income diversification are in line with the concept of agroecology

Personal comments: Off-farm work and income

Links: http://www.ifsa2018.gr/uploads/attachments/95/Theme2 Stotten.pdf

Tags: Family work

## Prioritization of farm success factors by commercial farm managers

This study elicits U.S. agricultural producer preferences for five key management success factors: managing output prices; managing production; controlling costs; managing land/equipment/facilities; and managing people. The objective of this analysis was to determine the relative importance of each of the five profit-centric functional areas of management among U.S. farm managers. Significant heterogeneity in preferences was observed over the management areas. Farm managers, on average, placed the highest importance in controlling costs (29% preference share). Differences emerged among groups of farmers in a latent class model where managing people became relatively important to the viability of the agribusiness

Links: https://www.wageningenacademic.com/doi/abs/10.22434/IFAMR2017.0035?af=R

Tags: HRM

#### Gender Gaps in Property Ownership in Sub-Saharan Africa

Women's ownership, use, and control over property matter for their well-being and agency and can influence outcomes for the second generation -- women's daughters and sons. Additionally, gender gaps in property ownership induce allocative inefficiencies and foregone economic output, thus having economy wide implications. This paper uses data for 28 countries in Sub-Saharan Africa to shine a spotlight on gaps between men and women in land and housing (property) ownership and analyze patterns across and within countries. The results indicate that men are about three times as likely as women to claim sole ownership over property. Gender gaps are smaller if joint ownership is taken into consideration, but still materially disadvantage women. Men are significantly more likely to own property than women even after controlling for a host of other factors. This paper is an important step toward a better understanding of gender gaps in property ownership in Africa and outlines an agenda for future data collection and analytic efforts.

Links : <a href="http://documents.worldbank.org/curated/en/939291535658711278/Gender-Gaps-in-Property-Ownership-in-Sub-Saharan-Africa">http://documents.worldbank.org/curated/en/939291535658711278/Gender-Gaps-in-Property-Ownership-in-Sub-Saharan-Africa</a>

## An analysis of farmers' perceptions of the impact of technology on farm

The study analyses Scottish livestock farmers' perceptions of the impact of using smart technologies on their farms. The data used in this study were collected through a large scale survey of 441 Scottish agricultural holdings in 2016, which investigated farmers' uptake of novel technologies. The analysis focusses on the factors influencing farmers' perceptions of how useful to their businesses some of the technologies applied on farm are, in this case, electronic identification (EID) reading equipment for sheep or cattle management (e.g. handheld EID tag reader or EID enabled crates and pens) and precision agriculture (management tools aimed at continuous automatic monitoring of each animal in real time recording). We use structural equation modelling (SEM), a statistical method used to test hypotheses and assess the strength of the causal relationships between variables, i.e., how much these variables influence one another. In our case, we use SEM to test the effect of various factors on perceptions of the impact of using technologies on the farm business. We perform model estimation with the Diagonally Weighted Least Squares method using the statistical package Lisrel 8.80. The model has a good fit according to the measures of absolute, incremental and parsimonious fit. The model explains 62 per cent of the variance in perceptions of the impact of using technologies on the farm business. Results indicate that significant influences on the perceived impact of using technologies on the farm business include age, gender, education, profit orientation, farm labour, perceived usefulness of information on technologies, attitudes towards technological uptake, and perceived difficulty to uptake technologies.

Links: http://www.ifsa2018.gr/uploads/attachments/136/Theme4 Toma.pdf

Tags: Innovation

### Choices and implications of livelihood diversification strategies on smallholder farmers' income in Saesietsaeda Emba District, Eastern Tigray Region of Ethiopia

Farmers' life without livelihood diversification into off-farm and non-farm income activities becomes difficult due to unstable and meagre agricultural context of the study area. Farm income alone cannot feed the ever increasing population. Hence, livelihood diversification is a matter of life or death for majority of the households in the study district. The objectives of the study were to identify household

livelihood diversification options; to identify reasons why smallholder farmers need to diversify; and to analyze the implication of livelihood diversification strategies on smallholder farmers' income. A multistage sampling technique was used to select the study area and 485 sample respondents. Data was collected using structured interview and key informants interview. The poor and less poor households' livelihood diversification was primarily for survival whereas the objective of the better-off households was for better wealth accumulation. It was found that 43% of the overall annual income of the farmers comes from off-farm and non-farm activities. This implies that non-farm and off-farm activities have significant implication on improving farmers' livelihood. Therefore, more efforts are required from the regional government on supporting livelihood diversification into off-farm and non-farm activities than sticking on the drought vulnerable, limited farm-land and rain dependent farm income.

Links: http://www.academicjournals.org/journal/JAERD/article-abstract/023E40E58192

Tags: Family work

# Public agricultural extension workers as boundary workers: identifying sustainability perspectives in agriculture using Q-methodology

Purpose: To provide farmers with access to salient knowledge on sustainability that could contribute positively to farmers' livelihoods, there is a need for knowledge facilitators. This paper examines the role of public extension workers as boundary workers in Indonesia on sustainable agriculture and challenges around them.

Design/methodology/approach: To identify sustainability perspectives, this research uses Q-methodology which analyzes individual perspectives on sustainability, their differences, and similarities. This research also employs focus group discussions and interviews. In three regions in Indonesia.

Findings: Q-method resulted in two perspectives. The technologists perceive sustainable agriculture as food security and the use of organic pesticides. They also believe that the responsibility for sustainable agriculture lies with extension workers and governments. The environmentalists believe the concept of sustainability implies the active prevention of environmental degradation. They also believe that everybody should take responsibility for sustainability. The paper determines that boundary work needs highly motivated extension workers; the ability to gain trust from farmers; and government support.

Theoretical implication: This paper contributes to the literature on boundary work by connecting the concept of boundary work to agricultural extension.

Practical implication: The results may be used as inputs for Indonesian policymakers to develop a guideline on sustainable agriculture for extension workers.

Originality/value: In current studies on extension workers in developing countries, an analytical framework which employs the concept of boundary work is hardly found. Boundary work is a relevant concept to depict challenges extension workers are confronted with when brokering. Q-methodology aims to obtain individual perspective on a particular issue. This research provides insight on individual perspectives of extension workers on sustainable agriculture.

Links: https://www.tandfonline.com/doi/full/10.1080/1389224X.2018.1512875?af=R&

Tags: Extension, Skills and training

#### Immigration Reform and Farm Labor Markets

In this paper, we develop an equilibrium approach to examine the impact of removing undocumented workers from the California agricultural labor market, and to infer whether there is evidence of shortages using individual-worker data. We find evidence that is consistent with a persistent shortage in some subsectors of the California farm labor market. Further, we conduct counter-factual policy simulations over a range of possible policy alternatives, and find that removing 50% all undocumented farm workers from the state would lead to an increase in wages of over 22%.

Links: https://academic.oup.com/ajae/article/100/4/1050/5037316

Tags: Rural Employment, Migration, Policy"

# Participation and Perception Towards Changing Farming Practices in Eastern India: A Study of Women Headed Households

The study measures the participation and perception of rural women towards change in agricultural farming practices in changing climate context. Data were solicited from randomly selected 100 women headed households (WHHs) from Madhubani district of Bihar state. Survey of WHHs was undertaken using a basic set of mixed methods; combine a semi-structured schedule based survey with qualitative interviews and in-depth case studies. Study reveals that one-fourth of WHHs (25%) involved as an owner cultivator followed by agricultural labour and share cropper and owner cultivator. WHHs (91%) perceived that total number of crops grown in last decade had been reduced or stopped while other new crops were introduced as per suitability. Mostly WHHs (91%) perceived that total number of crops grown in last 10 years had been reduced or stopped while other crops were introduced. Mostly WHHs (96%) changed the agricultural crops with some alternate crops. Fertiliser use in agriculture also enhanced (86%). Majority of WHHs (80%) responded that seed rate of crops also altered. Change in labour use and machines in agriculture were also perceived. Therefore, the study recommends gendered approach having general and policy specific and technology-led actions for empowerment of WHHs.

Links: https://link.springer.com/article/10.1007%2Fs40009-018-0656-8

Tags: Gender

#### The Future of Work Race with - not against - the Machine

Will the revolution in digital and information technologies make us obsolete? Will jobs be lost and never replaced? Will wages drop to intolerable levels? History and economic theory and evidence suggest that in the long term, such fears are misplaced. However, in the short and medium term, dislocation can be severe for certain types of work, places, and populations. In the transition period, policies are needed to facilitate labor market flexibility and mobility, introduce and strengthen safety nets and social protection, and improve education and training

 $\label{links:http://documents.worldbank.org/curated/en/626651535636984152/The-Future-of-Work-Race-with-not-against-the-Machine$ 

Tags: Skills and training, Policy, Innovation

## Triple Disadvantage? A first overview of the integration of refugee women

45% of refugees in Europe are women, yet little is known on their integration outcomes and the specific challenges they face. This report summarises prior research on the integration of refugee women, both compared with refugee men and other immigrant women. It also provides new comparative evidence from selected European and non-European OECD countries. Refugee women face a number of particular integration challenges associated with poorer health and lower education and labour market outcomes compared to refugee men, who are already disadvantaged in comparison with other migrant groups. They also show a peak in fertility in the year after arrival. A large fraction has come from countries where gender inequality is high and employment of women tends to be low. However, there is little correlation between indicators such gender differences in participation and employment in the origin and in the host country, suggesting that the integration issues can be addressed by host-country employment and education policy instruments. The report also finds that building basic skills in terms of educational attainment and host-country language training bears a high return in terms of improving labour market outcomes. It also provides intergenerational pay-off for their children. Against this backdrop, structured integration programmes such as the ones in the Scandinavian countries seem to be a worthwhile investment.

Links: https://www.oecd-ilibrary.org/employment/triple-disadvantage 3f3a9612-en

Tags: Gender, Migration, Skills and training, Policy

#### Bonus: Making the Most of Your H2020 Project

The European Commission and the IPR Helpdesk have published a new brochure on communication, dissemination and exploitation of Horizon 2020 projects.

The Brochure: Making the Most of Your Horizon 2020 Project explains the terminology of communication, dissemination and exploitation by illustrating the differences between the three terms, and pointing out the areas they have in common. It is intended as an introduction, and for providing a helpful overview when developing an outreach and exploitation strategy and plan for a Horizon 2020 project.

Links: https://agrinatura-eu.eu/2018/08/making-the-most-of-your-h2020-project/

## Bonus: Research Quality Plus: A Holistic Approach to Evaluating Research

IDRC has developed a flexible and holistic approach for evaluating the quality of research for development: Research Quality Plus (RQ+). This approach embraces a broad definition of research quality that includes scientific rigor but also recognizes other critical dimensions. RQ+ takes contextual factors into consideration, includes customizable assessment rubrics, and promotes the use of empirical evidence to inform expert evaluations of research quality.

Personal comments: For further information: https://www.idrc.ca/en/research-in-action/research-quality-plus

Links : <a href="https://idl-bnc-idrc.dspacedirect.org/bitstream/handle/10625/56528/IDL-56528.pdf?sequence=2&isAllowed=y">https://idl-bnc-idrc.dspacedirect.org/bitstream/handle/10625/56528/IDL-56528.pdf?sequence=2&isAllowed=y</a>